

### FROM THE DIRECTOR ACQUISITION CAREER MANAGEMENT OFFICE

As this issue of *Army AL&T* goes to press, the Acquisition Career Management Office (ACMO), the Total Army Personnel Command's Acquisition Management Branch (AMB), and the Army Acquisition Executive Support Agency (AAESA) are working hard to improve the Acquisition Position Management System. We are finalizing the Career Acquisition Personnel & Position Management Information System (CAPPNIS) implementation and system refinements, fully defining education requirements, and supporting programs to implement congressional and DOD policy regarding the professional development of the Army Acquisition and Technology Workforce. Each of you will take the lead in managing your career.

We will provide the path, tools, and opportunities for you to use to attain your professional career-development goals. Our goal, as always, is to make the process as simple as possible. We are striving for an individual development plan that is fully automated for individual completion and supervisory review and approval, and for automated retrieval of information used to budget resources and determine requirements. This automation will provide the foundation for a much simpler and responsive process to use in applying for career-enhancing opportunities and professional-development training. It will also serve as a single information source for position management and will allow for easy transfer of positions in response to changing priorities and other mission adjustments. Collectively, the ACMO, AMB, and AAESA appreciate your patience as we work to define these new requirements and redefine the process we use to manage positions.

Our job is to communicate to you where the acquisition workforce needs to go and to provide the means to get there. Acquisition is a multifaceted process that depends on the combined talents and dedication of all participants. Thus, a highly competent Acquisition and Technology Workforce is critical to ensure a successful transformation of the Army.

Following a careful examination of the purpose and results of our Army Acquisition Roadshows, we have decided to use resources more selectively and take a

more targeted approach to communication. Although the March-April 2001 issue of this publication advertised this year's schedule of roadshows, they will not occur. However, the intent of the roadshows, "to provide timely information and support to you," remains the same. As such, we will continue to "get the word out" by providing acquisition workforce update briefings at other major conferences and meetings.

Additionally, we will provide regional directors with the resources and tools necessary to increase their activities in this area. Giving the regional directors a more prominent role increases your direct contact and face-to-face opportunities with them and improves the flow and timeliness of information. Additionally, ACMO, AMB, and AAESA senior leaders will continue to visit field activities and will be prepared to present updates and address local concerns during their visits.

As always, we welcome your comments and recommendations. There probably isn't a "one-size-fits-all" solution to every need. Only through continuous dialog with you can we hope to find the solution that best serves the majority and gives us the flexibility to manage the exceptions.

**COL Frank C. Davis III**  
**Director**  
**Acquisition Career**  
**Management Office**

### Acquisition Corps Recruiting Briefings Announced

Army officers can now learn about career opportunities in the Army Acquisition Corps (AAC) as the result of a new series of AAC recruiting briefings recently announced by the Acquisition Career Management Office. Specifically targeted for captains interested in accession into the Army Acquisition and Technology Workforce, the briefings may also be of great interest to supervisors and other personnel seeking additional information about the AAC. Access the AAC home page at <http://dacm.sarda.army.mil> for the dates and locations of upcoming recruiting briefings. General information is also available on the Total Army Personnel Command's Acquisition Management Branch Web site at <http://www.perscom.army.mil/Opfam51/ambmain.htm>.

Specific questions regarding recruiting briefings may also be directed to Army Acquisition Recruiting Officer MAJ Jeannette Jones at DSN 664-7136, (703) 604-7136, or e-mail [jeannette.jones@saalt.army.mil](mailto:jeannette.jones@saalt.army.mil).

# CAREER DEVELOPMENT UPDATE

## Three New Career Fields In The AAC

On May 13, 1999, the Under Secretary of Defense for Acquisition, Technology and Logistics signed a memorandum establishing the refined Packard definition as the official method for identifying key Acquisition and Technology Workforce (A&TWF) professionals. This new methodology is based on an algorithm that uses occupational and organizational data to identify members of the acquisition workforce. Upon implementation, the latest refined Packard algorithm will add a large number of new members to the acquisition workforce.

When implementing guidance from the Office of the Secretary of Defense (OSD) is announced, these new members will be assimilated into the Army A&TWF and into the Army Acquisition Corps within a specified career field category. For those newly identified members whose positions cannot be included under one of the existing career field categories, new position categories/career paths are being developed. The three new categories under development are sustainment logistics, science and technology management, and facilities engineering.

These new career fields are being developed by a functional integrated process team (FIPT). Under the direction of a Senior Executive Service (SES)-level functional advisor, each FIPT is comprised of SES and OSD functional representatives within the specified career area. The FIPT's job is to develop a notional career position description that explains the tasks to be performed by professionals within the new career fields. After these task roles are clearly defined, the acquisition community will begin the process of assimilating newly identified positions (and people) into the acquisition workforce. Approximately 9,000 new employees will be assimilated into the Army acquisition workforce. The exact number will not be known until the FIPTs conclude their work establishing the three new career fields.

Uniformly identifying the acquisition workforce using the refined Packard approach enhances the ability to manage critical acquisition workforce assets. It also provides a more precise understanding of the activities and skills mix within the workforce. When fully implemented, the refined Packard algorithm will significantly help in planning for the recruitment, retention, and requisite training and education of the workforce.

## IMPORTANT NOTICE

### *Career Management Handbook 2001 Address Changes*

A number of addresses have changed in the *Army Acquisition Career Management Handbook 2001* since its publication. Here is the list of changes for your reference. The handbook can be found on the Army Acquisition Corps home page at <http://dacm.sarda.army.mil/handbook/handbookTOC.htm>.

<u>Wrong Address</u>	<u>Correct Address</u>	<u>Pages</u>
e-mail: <a href="http://www.opacqtn.corps@arpstl.army.mil">http://www.opacqtn.corps@arpstl.army.mil</a>	e-mail: <a href="mailto:opacqtn.corps@arp.stl.army.mil">opacqtn.corps@arp.stl.army.mil</a>	17
<a href="https://rda.rdaisa.army.mil/idp/idpprod/newidpstart.htm">https://rda.rdaisa.army.mil/idp/idpprod/newidpstart.htm</a>	<a href="https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm">https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm</a>	18,45,67,68,81,83
<a href="https://rda.rdaisa.army.mil/ACRB/login.cfm">https://rda.rdaisa.army.mil/ACRB/login.cfm</a>	<a href="https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm?app=acrb">https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm?app=acrb</a>	17
<a href="https://rda.rdaisa.army.mil/acrb/login.cfm">https://rda.rdaisa.army.mil/acrb/login.cfm</a>	<a href="https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm?app=acrb">https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm?app=acrb</a>	33
<a href="http://dacm.sarda.army.mil/workforce/acrb/">http://dacm.sarda.army.mil/workforce/acrb/</a>	<a href="https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm?app=acrb">https://rda.rdaisa.army.mil/cappmis/idp/idpprod/login.cfm?app=acrb</a>	68
<a href="http://www-perscom.army.mil/Opfam51/amb_main.htm">http://www-perscom.army.mil/Opfam51/amb_main.htm</a>	<a href="http://www.perscom.army.mil/Opfam51/ambmain.htm">http://www.perscom.army.mil/Opfam51/ambmain.htm</a>	27,46,47
<a href="http://www.acq.osd.mil/dau">http://www.acq.osd.mil/dau</a>	<a href="http://www.dau.mil">http://www.dau.mil</a>	42,46
<a href="http://alei.doddacm.com">http://alei.doddacm.com</a>	Works, but needs Internet Explorer 5.0 or higher, or Netscape 4.0 or higher, and Shockwave.	42
<a href="http://www/perscom.army.mil">http://www/perscom.army.mil</a>	<a href="http://www.perscom.army.mil">http://www.perscom.army.mil</a>	61
<a href="http://www.cpms.osd.mil/dlamp.info_center.html">http://www.cpms.osd.mil/dlamp.info_center.html</a>	<a href="http://www.cpms.osd.mil/dlamp/index.htm">http://www.cpms.osd.mil/dlamp/index.htm</a>	44

### 32 Graduate From MAM Course

In March 2001, 32 students graduated from the Materiel Acquisition Management (MAM) Course, Class 01-002, at the Army Logistics Management College, Fort Lee, VA. Among the graduates were two international students from South Korea and Slovenia. The Distinguished Graduate Award was presented to CPT Steven Ansley, who is assigned to the U.S. Army Aviation and Missile Command at Redstone Arsenal, AL.

The 7-week MAM Course provides a broad perspective of the materiel acquisition process and includes a discussion of national policies and objectives that shape it. Areas of coverage include acquisition concepts and policies, research and development (R&D), test and evaluation, financial and cost management, acquisition logistics, force integration, production management, risk assessment, and contract management. Emphasis is on developing midlevel managers to effectively participate in managing the acquisition process.

R&D, program management, testing, contracting, requirements generation, logistics, and production management are some of the materiel acquisition work assignments offered to MAM Course graduates.

### **PERSCOM Notes . . .**

#### The Advanced Civil Schooling Program

Each fiscal year, the U.S. Total Army Personnel Command's (PERSCOM's) Acquisition Management Branch (AMB) receives a specific number of quotas to send military officers for advanced degrees via the Army's Advanced Civil Schooling (ACS) Program. The ACS Program provides military personnel the opportunity to attend graduate school at an accredited university on a full-time, fully funded basis. The available degrees range from highly technical ones to management and business-related ones. Typical graduate programs take 12-24 months to complete.

Approximately 50 quotas are anticipated for Army Acquisition Corps (AAC) officers to attend graduate school in FY02. Highest priority is given to technical programs in the engineering and science disciplines, but a variety of business and management programs are also available to include degrees incorporating the business hours required for AAC membership. Regardless of the discipline, approved programs must support AAC requirements and long-range goals.

AAC officers interested in attending graduate school must formally apply for the ACS Program. The AMB conducts two ACS selection boards each fiscal year during January and July. The next board, scheduled for July 24-26, 2001, will consider officers with proposed start dates between October 2001-March 2002. The January 2002 board will review applications with start dates between April-September 2002. During the selection process, board members consider information such as the program and school

requested, academic transcripts, graduate-level entrance examination test scores, military personnel files (specifically evaluation reports and promotion potential) and career timelines.

The AAC is committed to the continued professional development of officers through high-quality educational programs. For the latest information on ACS application procedures and board dates, go to AMB's Web site at <http://www-perscom.army.mil/OPfam51/acsfeb00.htm>.

### Training With Industry For AAC Military Officers

The Army's Training With Industry (TWI) Program is a work-experience training program designed to take selected officers out of the military environment and expose them to the latest civilian business practices, organizational structures and cultures, technology development processes, and corporate management techniques. The companies that participate with the Army in this training program are developers of innovative cutting-edge technologies and/or established leaders in their respective fields.

The scope of training available at these corporate sites varies greatly from company to company but could ultimately be in one or more of the following areas: acquisition, contracting, research and development, test and evaluation, program management, systems automation, computer science, and engineering.

The Army Acquisition Corps (AAC) receives a specific number of TWI quotas each fiscal year. Once the quotas are received and the participating industries have been confirmed, the U.S. Total Army Personnel Command's Acquisition Management Branch conducts a selection board and competitively selects individuals to participate in the 1-year training program.

AAC officers selected for TWI come from a variety of military organizations and backgrounds and usually have a minimum of 10-12 years of Army service. They have completed several military operational assignments culminating in a tour as a company commander. In addition, they have served at least 24 months in an acquisition assignment. Most officers also have a master's degree.

Once placed in the industry assignment, officers are assigned a coordinator who introduces them to the company, assists during their transition to the corporate world, and serves as a point of contact while in the program. Ideally, a mentor or advisor is also designated to advise the participant. At the end of the TWI year, officers receive a formal evaluation from the company in the form of an Academic Evaluation Report (AER). The AER is placed in the officer's permanent military personnel file.

TWI officers prepare a training plan during their first month at the company. The plan is a joint effort between the officer and the company coordinator and identifies individual goals and objectives. The TWI training plan will typically expose the officer to daily issues at middle- and

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senior-management levels. In addition to hands-on work experience, individuals are encouraged to participate in any training programs available through the company.

Officers selected for the TWI Program are military professionals with the initiative to immerse themselves in a corporate work environment with minimal guidelines and flexible learning conditions. The result is a career-broadening experience that has the potential to strengthen

their technical competency, problem-solving skills, and leadership abilities. It will undoubtedly provide insight and understanding when interfacing with the Defense industrial base and tackling the challenges of the future Army.

For additional information on the TWI Program and application procedures, go to the AMB Web site at <http://www-perscom.army.mil/OPfam51/TWI-Feb01.htm>.

## AMB Reorganization

### Colonels

MAJ Brian Winters

### Lieutenant Colonels

YGa 73-80

YGa 81-84

MAJ Kim Hancock

MAJ James Simpson

### STRATEGIC LEADERSHIP

### Majors

YGa 80-87 (A-K)

YGa 80-87 (L-Z)

MAJ Neil Thurgood

MAJ Jeff Gabbert

### BROADENING EXPERIENCE

### Majors/Captains

YGa 88-89

YGa 90-93

MAJ Jon Rickey

CPT Mo Gutierrez

### FUNCTIONAL EXPERTISE

### DEVELOPMENT MODEL